

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Land Management:BLM

For 1st Quarter 2008 for period ending December 31, 2007

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru12-31
	2003	2004	2005	2006	2007	
Number of Complaints Filed	16	32	36	50	44	13
Number of Complainants	12	30	30	45	43	12
Repeat Filers	3	3	4	8	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru12-31
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	4	5	9	12	12	6
Color	6	1	2	3	3	2
Religion	0	0	1	5	3	1
Reprisal	10	12	16	24	21	5

Sex	9	13	18	18	17	6
National Origin	5	6	8	8	7	4
Equal Pay Act	0	1	1	1	0	0
Age	5	13	17	18	13	6
Disability	0	6	10	12	10	1
Non-EEO	0	0	0	1	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	3	6	7	11	7	7
Assignment of Duties	0	4	6	5	4	2
Awards	0	0	3	4	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	0	1	2	0
Suspension	0	1	0	0	1	0
Removal	0	0	0	0	1	0
Other	0	1	0	0	1	0
Duty Hours	2	0	0	2	5	0
Evaluation Appraisal	0	0	3	3	3	0
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	5	8	20	16	23	2

Sexual	0	1	0	1	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	0	1	1	0	<u>0</u>
Promotion/Non-Selection	5	4	4	9	6	<u>1</u>
Reassignment						
Denied	0	0	0	1	1	<u>0</u>
Directed	0	2	1	1	0	<u>0</u>
Reasonable Accommodation	0	1	0	1	2	<u>0</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	0	0	1	0	0	<u>0</u>
Termination	1	1	1	0	4	<u>1</u>
Terms/Conditions of Employment	0	3	0	1	1	<u>0</u>
Time and Attendance	1	0	0	0	3	<u>0</u>
Training	0	0	0	1	2	<u>0</u>
Other	0	3	1	1	3	<u>0</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru12-31
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	141.69	177.92	155.16	200.47	228.50	162.86
Average number of days in final	11.00	43.00	145.00	181.44	149.00	171.00

action						
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	170.00	161.25	113.33	150.00	143.00	0
Average number of days in final action	11.00	43.00	66.67	30.17	49.38	120.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	129.11	185.33	168.37	214.60	231.09	162.86
Average number of days in final action	0	0	168.50	272.20	237.56	322.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru12-31
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	3	9	7	<u>2</u>
Average days pending prior to dismissal	0	0	158	263	290	524

Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				0		2		4		2		2		4	
Total Final Agency Actions Finding Discrimination				Comparative Data											
				Previous Fiscal Year Data										2008Thru12-31	
				2003		2004		2005		2006		2007			
				#	%	#	%	#	%	#	%	#	%		
Total Number Findings				0		0		1		1		3		0	
Without Hearing				0	0	0	0	1	100	0	0	0	0	0	0
With Hearing				0	0	0	0	0	0	1	100	3	100	0	0
Findings of Discrimination Rendered by Basis				Comparative Data											
				Previous Fiscal Year Data										2008Thru12-31	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.				2003		2004		2005		2006		2007			
				#	%	#	%	#	%	#	%	#	%		
Total Number Findings				0		0		1		1		3		0	
Race				0	0	0	0	0	0	0	0	3	100	0	0
Color				0	0	0	0	0	0	0	0	0	0	0	0
Religion				0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	0	0	0	0	0	0	1	100	2	67	0	0
Sex	0	0	0	0	0	0	0	0	3	100	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		3		0	
Race	0	0	0	0	0	0	0	0	3	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	2	67	0	0
Sex	0	0	0	0	0	0	0	0	3	100	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2008Thru12-31	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	100	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

[illegible]

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	100	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data							2008Thru12-31		
			2003	2004	2005	2006	2007					

Total complaints from previous Fiscal Years	9	23	49	45	64	73
Total Complainants	7	16	17	17	33	54
Number complaints pending						
Investigation	0	0	1	2	3	10
ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	6	12	14	13	19	23
Final Agency Action	1	5	3	3	14	19
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008Thru12-31
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	2	10	9	7